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## Monitor Newsletter January 21, 1991

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# Monitor

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Bowling Green State University

January 21, 1991



John Howe, geology, unpacks boxes as he moves back into his newly renovated office in Overman Hall. The geology department and five members of the physics department returned to the first and second floors after being temporarily housed in Hayes Hall for approximately 18 months. The ground floor of Overman is still under construction with work expected to be completed at the end of March. The building had been gutted and entirely renovated.

## Evaluation of the president is sent to faculty

A recently completed evaluation of President Olscamp by a Faculty Senate Committee has been released giving a summary of what the University faculty perceive as his strengths and weaknesses.

The report, released last week, was the result of a survey conducted by the Committee to Evaluate the President which was appointed to the task by Faculty Senate last April. It was chaired by Dr. Gary Hess, history, and members included Dr. Bartley Brennan, legal studies, Dr. Genevieve Stang, educational foundations and inquiry, Dr. Elmer Spreitzer, sociology, Dr. Peggy Giordano, sociology, Dr. Peter Wood, educational foundations and inquiry, and Theresa Milne, educational curriculum and instruction.

Six hundred and ninety-eight tenured and probationary faculty received the survey in October and the committee received 346 (49.6 percent) returns.

The first section of the survey consisted of 75 statements describing functions or characteristics of a university president. Faculty were asked to rate presidential performance on a five-point scale with five being superior, three being average and one being poor. Categories included leadership, administration, personnel, decision-making, budgeting, communications and external relations. Olscamp received high ratings in areas related to recruitment of minority faculty and students, support of affirmative action, promotion of research and creative activities, effectiveness in fund-raising, skill in communications, good relationships with external agencies and general knowledgeability about educational trends.

Areas where he scored low dealt with maintaining faculty trust and respect, dealing with sensitive issues regarding faculty, promoting openness and a spirit of campus community, ensuring equitable salary distribution, avoiding confrontation and appointing qualified administrators.

The second section of the survey consisted of a request for one global rating of the president's performance and responses to four open-ended questions relating to his strengths, accomplishments, weaknesses and ways to increase effectiveness.

The faculty gave the president an overall, single global rating of 2.53, about half-way between average and below average. The most commonly identified strengths focused on general accomplishments and qualities of leadership including, fund-raising from private and public sources, enhancement of research and library resources, recruitment of minority faculty and students, support of new programs, effectiveness in public relations and in public speaking, a vision and clear goals for the University and vigor and decisiveness.

Faculty described the president's most important accomplishments as enhancing research; strengthening the University's finances through fund-raising; budgetary restructuring and building the endowment; promoting curricular development, particularly the emphasis on graduate programs; improving facilities and resources, especially through enhancement of the library, building renovation and expansion and improve-

## Cost cutting measures will have to be taken

### What is the fate of the University's health insurance?

Concerned about the escalating cost of health care and its insurance, both Administrative Staff Council and Classified Staff Council devoted large portions of their January meetings to discussions of what the future may hold for the University's medical benefits.

James Morris, manager of the benefits office, and Dr. Joshua Kaplan, director of health services, vice chair of ASC and a member of the Insurance Committee, explained the situation and possible solutions at both meetings. ASC met Jan. 10, while CSC held its monthly meeting Jan. 15.

"Right now is a very traumatic time in the benefits area," Morris said. "Many organizations are in the midst of changing their packages. In fact, we are one of the few universities with our kind of plan of full coverage. Most of our benefits are paid on the first dollar with no initial deductions. Therefore, we are a little higher cost wise."

Many companies and institutions like the University are being forced to examine their health care packages because each year medical benefits are using a larger portion of the pool that also supplies salaries and monies for other benefits.

"The question we are going to have to ask is, 'Do we want to continue to have great benefits at the sacrifice of bigger salaries or do we want to reduce our benefits so we can increase our salaries?'" said Kaplan. As a member of ASC's Insurance Committee, he has been examining ways to reduce insurance costs.

At the ASC meeting, council members indicated they are concerned about what measures the University may take to cut costs. "To me, taking away my benefits is like taking away a portion of my salary," Council member Susan Darrow said.

Morris said the benefits office has been reluctant to change the University's

insurance package until it hired a new third party administrator. That change was made in September when the administrator was switched from Administrative Service Consultants to Didion and Associates.

The benefits office now plans to hire a consulting firm that will investigate the needs and concerns employees have about health care and then propose ways the University can adjust its insurance plan and cut costs. "We're hoping one of these proposals will offer us a direction we can take," Morris said. "It may encompass a payment restructuring, flexible benefits, networking a preferred provider or HMO, a managed care system or wellness promotion. Any or all could be part of the package."

Some members of CSC said they were concerned that if the University turned to flexible benefits, employees would not be

Continued on page 3

## Cheering across the country: The Falcons go 'live'

It will be one big alumni gathering Wednesday (Jan. 23) when BG graduates meet at 33 locations around the nation to watch the Bowling Green - Toledo basketball game. They will watch the match via a campus-produced, closed circuit television show complete with special pregame and halftime segments.

Officials in the alumni office, sponsors of the "BG Live USA" satellite telecast believe the program is a first for the Mid-American Conference. MAC member Ball State University has produced similar basketball telecasts but those shows haven't included pregame coverage nor halftime campus videos like Bowling Green, according to Jan Ruma, associate director of alumni affairs.

Arrangements for the broadcast have been made by WBGU-TV and the University's Alumni Association.

In addition to the Falcon-Rocket showdown on the basketball court, the program will feature a pregame message from President Olscamp and Alumni Director Larry Weiss. Halftime entertainment will include a presentation highlighting recent University accomplishments and activities and an interview with Bowling Green's new football coach Gary Blackney.

Locations of the "BG Live USA" broadcast include Phoenix, Ariz.; San Francisco, Calif.; Millford, Conn.; Lynn, Mass.; Naperville, Ill.; Milwaukee, Wisc.; Raleigh and Charlotte, N.C.; Denver; Tampa and Fort Myers, Fla.; Atlanta, Ga.; Indianapolis and Evansville, Ind.; Gary, Mich.; Warwick, R.I.; Rochester, N.Y.; New York City; East Rutherford, N.J.; the Cincinnati suburb of Cincinnati, Ohio; Cleveland; the Columbus suburb of Powell; Dayton; Defiance; Sandusky, Toledo and Youngstown, Ohio; Dallas and Houston, Texas; Seattle, Wash.; and Falls Church, Va.

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## Commentary

Editor, the *Monitor*, and the University community:

The Faculty Senate Committee, elected last spring by the Faculty Senate for the purpose of conducting an evaluation of my performance as president, has released a summary of that evaluation to the faculty. I have received the full report.

Some things in the report are gratifying. I am glad that efforts to recruit and retain more minority faculty, staff and students were recognized, that improvements and expansion of the graduate program, development of the library, enhancement of computing resources and renovation and expansion of physical facilities, greater support for faculty research, and notable improvements in building the endowment and in fund raising generally were all mentioned positively, among other things.

I am unhappy about the areas in which I did less well. My overall mean score of 2.53 on a five-point scale is not that good, but it is similar to national data. Much more disturbing to me is that so many of the areas where I scored lower and many of the open-ended comments revolve around aspects of my personal and leadership style, rather than policy or operational matters. I am very concerned about this, primarily because the perceptions expressed in the data do not fit at all with my attitude toward you. I am apparently perceived as overly defensive, abrupt, brusque, too aggressive and argumentative and as a bad listener. But my actual feelings for the faculty as a whole are ones of the highest professional and personal admiration and respect. Clearly, I have failed to convey these feelings to you, and I deeply regret that.

Recently I signed a contract agreeing to serve as president for three more years. I accepted this generous offer from the Board of Trustees for many reasons. Ruth and I have grown to like living in Bowling Green and working for the University. Both of us think it is a great university, where astonishing and exciting things are happening and we have been gratified to be a part of these things. We have made good friends here.

I am also deeply involved in several important projects which I would like to see completed, or at least brought to a point where there is no doubt they will be carried through, before I retire as president. These projects include the following:

- Regaining the ground lost last year, and making general progress in improving faculty salaries;
- Construction of the new general purpose classroom building;
- Raising \$2 million to pay for the telecommunications center which is proposed as part of that building;
- Construction of the School of Fine Arts addition, and raising \$800,000 necessary for the gallery in that structure;
- Completion of Project 90, the administrative data processing update;
- Construction of Falcon Fieldhouse;
- Conversion of Hayes Hall to a computer services center;
- Completion of planning more than \$35 million in construction and renovation projects which have already been funded by the state for us;
- Seeing the development of certain new degree proposals through the Board of Regents process;
- Launching a new initiative in international education experiences for our students and faculty which will require raising an initial endowment of at least \$2 million;
- Developing the resources necessary to create an interdisciplinary center in material sciences involving at least physics, chemistry and technology;
- Arranging the construction of a hotel-convention center complex in the Research/Enterprise Park.

All of these, and more, are projects which I have personally helped to develop and in which I am keenly interested, and I believe they can be completed or carried to the point where their completion is assured within the next three years. Almost all of them implement goals in our Role and Mission Statement.

My contract does not say that my service as president will end on June 30, 1994, but I intend to retire from university administration as a career at that time.

In the interim, I will work hard to improve my personal and leadership style, since this is clearly what you think I need to do to improve my performance. I don't expect it will be an easy task, but I'm willing to try and I want to succeed. Thank you for your assistance in these endeavors.

Dr. Paul Olscamp,  
President

## CSC passes resolution, demands an apology from faculty member

Classified Staff Council repeated its call for respect toward classified employees by passing a revised version of a resolution concerning biased attitudes in the campus community at its Jan. 15 meeting. The resolution will be forwarded to the Board of Trustees.

The resolution stems from an incident that occurred at Firelands College between a faculty member and a member of the classified staff. CSC had made a request that classified staff be given representation on some college committees. The faculty member had made a statement that it was "preposterous that anyone of classified staff stature would have enough knowledge to participate in such a decision-making process."

The resolution condemns the attitude of the faculty member and calls for a public apology. It also asks that the dean at Firelands and the administration at the main campus should "make it known that this type of biased attitude will not be tolerated toward a member of the classified staff anymore than it would be toward any person, be it faculty, staff or student."

CSC's Executive Committee has met with the Faculty Senate Executive Committee to discuss the matter. SEC had indicated it would prepare a resolution also condemning any such attitudes

toward classified staff.

Kathy Eninger, chair of CSC, said the council has received a lot of support on the issue. "We're going to continue to look into this. We're not done dealing with it yet," she said.

In other business, the council voted to disband the Bright Ideas Committee. Chris Sexton, chair of the committee which selects monthly winners of a \$100 savings bond, said there appears to be a lack of interest in the program.

Bright Ideas was implemented three years ago under the name of Share of Savings Program. Its purpose was to reward classified staff who came up with cost or time saving ideas. However, since it began in 1988, the committee has received only 35 submissions, including only seven in 1989-90. There have been eight submissions since the program changed its name last year.

"There seems to be no interest in this at all and the committee is tired of banging our heads against the wall," Sexton said. "We have tried getting people involved by doing mailings, posters and through personal contacts but nothing has worked."

The program has enough money to continue through the end of the academic year and will disband at the end of June.



Members of the administrative staff gathered at the second annual winter reception recently to kick off the semester and mingle with co-workers.

## Sociologist/anthropologist will speak on racism at Jan. 23 forum

Dr. Leonard Lieberman, a nationally known scholar recognized for his research in physical anthropology, sociology, human evolution and sociobiology, will be the kick-off speaker for a series of affirmative action forums this semester.

Lieberman, who is a professor of sociology and anthropology at Central Michigan University, will speak on "From Race to Racism" Wednesday (Jan. 23). His talk will be from 3:30-5 p.m. in the Community Suite of the University Union.

Race, racism, diversity, ethnic relations and sociobiology have been areas of concentration for Lieberman's lectures and publications. His articles have appeared in leading journals, such as *American Sociological Review*, *the International Journal of the Sociology of the Family*, *Sociological Focus*, *Current Anthropology*, *Anthropology and Education Quarterly*, and *The Journal of Research in Science Teaching*.

In addition, he has presented similar lectures at numerous professional and scholarly meetings, including the American Sociological Association, the World

Congress of Sociology, the International Congress of Anthropological and Ethnological Sciences, the American Gerontological Society and the American Association of Physical Anthropology.

Known as an insightful instructor, his teaching has been recognized by Central Michigan with a University Professorship award in 1985 and a Professor Recognition Award in 1988.

The affirmative action office is continuing to sponsor a variety of programming this semester. In addition to the issue forums, there are a video discussion series and residential roundtables which are all open to faculty, staff and students. Some of the upcoming programs include "Am I Alone?," from 11:30-1 p.m., Jan. 30; "In Search of Tolerance," 6-7:30 p.m., Feb. 6; "Equality and Human Evolution," 11:30-1 p.m., Feb. 13; "Whites in Black History," 3:30-5 p.m., Feb. 20; and "Understanding Sexual Harassment," 6-7:30 p.m., Feb. 27.

For locations or more information, contact the affirmative action office at 372-8495.

## Ad hoc committee to examine titles, gender and race inequities

Administrative Staff Council established an ad hoc committee at its Jan. 10 meeting that will investigate specific issues on gender and race inequities in relation to salary. It also will examine the use of titles in administrative staff positions in how they relate to job duties and how they compare among departments.

The recommendation to establish the ad hoc committee was proposed by the council's Salary Committee. Members of the committee said that during their preparation of salary recommendations last year, there appeared in the data to be some inequities in pay among staff with the same job responsibilities or titles. The members discussed the issue with John Moore, executive director of personnel services, and heard a report from Sam Ramirez, manager of employment services, who said his preliminary study of the situation indicates that it should be seriously examined. The committee was unable to allocate the time necessary for a more thorough investigation which could take more than a year.

In its initial look at the data, the committee said it has found there is no consistency in the use of titles among departments. Frequently titles are used to reward employees when there is no money available for salary increases and the new title is no reflection of the staff member's job responsibilities.

In the matter of gender or race salary inequities, the committee said there are many factors that must be considered to determine if there is an unfair difference, such as number of years worked at the University, level of education and job duties.

Persons interested in serving on the committee should contact Gregg DeCrane, chair of ASC, at 372-2843.

In other business, the council passed a resolution to change the criteria for administrative staff eligibility for professional development grant funding. Previously a staff member had to be employed at the University for seven years before he or she could apply for a grant. Eligibility is now available after three years of employment.

Benefits of the change include expanding the number of administrative staff eligible for the monies from less than half to more than three-fourths of its members, thus resulting in a greater use of funds.

The fund is available to provide monies for professional education to enhance the skills of administrative staff.

At the meeting, the council also approved changes to the charter and by-laws dealing with council and committee membership and council elections.

## Faculty Development Grant deadline near

Faculty members are reminded that Monday, Feb. 4, is the deadline for 1990-91 Faculty Development Grant applications. These grants are awarded by the Faculty Development Committee in amounts above \$300 for long-term developmental projects. Guidelines have been distributed to all departments or may be obtained from the office of the vice president for academic affairs.

The Faculty Development Committee has announced that, on a trial basis, the application date for 1991-92 Faculty Development Grants will be moved to the second Monday in November. Applications for projects in the 1992 calendar year will be due Nov. 12.





John Head (left) and Lew Limmer, both plumbers in plant operations and maintenance, have had some bright ideas that earned each of them \$100 savings bonds. Head put together a replacement valve for food service steam tables. Previously a plumber always had to adjust the steam with a screwdriver. Now food service workers can do it themselves with the new temperature control valves he installed. Limmer got tired of emptying buckets when fixing leaking pipes and designed a bucket with a boiler valve and hose that does its own draining. The men won the savings bonds when they submitted their ideas to the Bright Ideas Committee. Other classified employees with cost-saving or time efficiency ideas should contact Chris Sexton, chair of the committee, at 372-7005 to obtain a form.

## Faculty/Staff presentations

**Mohammad Dadfar**, computer science, co-presented "Nonresonant Excitation of the Forced Duffing Equation," at the International Conference of Control and Modeling, Tehran, Iran, July 17-20.

**Walter Maner**, computer science, presented "Computer Access for the Physically Challenged," the keynote address at the Rose-Hulman Institute, Oct. 25. The paper also will appear in *Collegiate Microcomputing*. He also presented "Multi-sensory Access to Software Development Environments," at the Closing the Gap Conference, Oct. 20; also, "User-interface Design for Blind," at the Second International Conference on Computing for the Handicapped, Dec. 4; he also co-received a \$140,000 grant from NSF for a national conference and clearing house on computer ethics.

**William E. Parish**, applied human ecology, was one of 200 applicants selected to present a research abstract at the Research Poster Session of the 48th annual conference of the American Association for Marriage and Family Therapy. Entitled "Evaluation of the Premarital Assessment Program," his poster presentation remained on display in Washington, DC, for the three-day conference (Oct. 4-6).

**Edward I. Chen**, history, while in China during the month of June conducted the following seminars: "Legal Education in Japan and China," Zhongshan University in Guangzhou, June 5; and "The U.S. and Japanese Legal Education Systems: A Comparison," China (Guangzhou) Legal Consultancy Centre, June 8.

**Beverly Zanger**, HPER, "Sport and Recreation Management: A New Approach," at the first international conference in sport and recreation management, Rand Afrikaans University, Johannesburg, South Africa, Sept. 12-13.

**Jane Forsyth**, geology, "Geologic Setting of the Maumee Valley Area," Perrysburg, Sept. 25; "Geology and Glacial Wetlands of South-Central Ohio," for Conservancy meeting, Oct. 14; and "Glacial Geology of Fairfield County, Ohio," and led a field trip that afternoon for the Ohio Historical Society at the Wahkeena Preserve, south of Lancaster, Oct. 27.

**G.R. "Dick" Horton**, Graduate Student Professional Development Program, presented "Starting a Teaching Assistants Training Program," Emory University, Sept. 27.

**Jerry Strelchler**, dean of the College of Technology, "The Industrial Technologist's Role in Strategic Management of Technology in Business and Industry," NAIT Conference, Oct. 4.

**Richard James**, musical arts, performed the soprano recorder with the Sandusky Fine Arts Chamber Orchestra, Oct. 21.

**F. Scott Regan**, theatre, "The Artist/Teacher Responds to Censorship," and "Kids Express: Staging Writing Projects of Children" and "The Baseball Announcer: America's Griot," all at the American Alliance for Theatre Educators Convention, Minneapolis, August. Also, presented an "Adjudication Workshop," to the Ohio Community Theatre State Festival, Youngstown, September. Also, chaired a panel on "Adjudication," Ohio Theatre Alliance Children's Theatre Festival, Medina, April. Also, was a guest director of "South Pacific" for the Maui Youth Theatre, February 1990.

**Ronald Shields**, theatre, "Accountability:

Stress Management in University Forensics," Ohio Forensics Association Convention, Columbus, Oct. 6.

**Teresa Durbin**, Norman Schroder and Julie Pratt, theatre, appeared on a panel for "Choosing Literature for Forensics Competition," Ohio Forensics Association Convention, Columbus, Oct. 6.

**Brian Lee**, theatre, chaired a panel on "New Discoveries in Italian Renaissance Theatre," Association for Theatre in Higher Education, Chicago, Aug. 11.

**Mary Cutler**, theatre, "Feminist Directing Practice and Ruth Woolf's 'The Abdication'," Association for Theatre in Higher Education, Chicago, Aug. 10.

**Katana Hall**, theatre, "New Black Playwrights: Alexis DeVeaus," Association for Theatre in Higher Education, Chicago, Aug. 10.

**Mary Boone**, theatre, "Setting the Stage: Sites of Oppression and Power in the Conduct of Life," Association for Theatre in Higher Education, Chicago, Aug. 10.

**Allen N. Kepke**, theatre, "MA in Theatre: What Purpose, What Future, What Context?," National Association of Schools of Theatre Convention, Chicago, Aug. 6.

**Norman J. Myers**, theatre, "Winners, Losers, Hasbeens and Memories: Baseball Dramas of the 70s and 80s," Popular Culture Association Convention, Toronto, March 7-10.

**Thomas Anderson**, geography, "Agricultural Investment in the USSR: A Current Example of Applied Geography," Annual Meeting of the East Lakes Division of the Association of American Geographers, St. Catharines, Ontario, Oct. 13.

**David V. Gedeon**, technology systems, "Distributed Control System Technology For Integrated Manufacturing," at the National Association of Industrial Technology Conference, Dearborn, MI, Oct. 5.

**Emily Freeman Brown**, director of orchestral activities, conducted the Nittany Valley Symphony Orchestra, State College, PA, Nov. 6.

**Peter H. Wood** and **Thomas Bennett**, educational foundations and inquiry, "Grading and Evaluation Practices of School Teachers: Some Issues for Educational Psychologists," Midwest Association of Teachers of Educational Psychology Conference, University of Dayton, Oct. 5. Also, along with Richard Burke, educational foundations and inquiry, "The Cooperative, Mastery, Interactive Approach to College Teaching," at the annual meeting of the International Society for Exploring Teaching Alternatives, Indianapolis, Oct. 12.

**Ernest Champlin**, **Robert Perry**, both of ethnic studies, and **Beth Casey**, Center for Academic Options, "Cultural Diversity in the United States: General Education and the Creation of a Community," Association for General and Liberal Studies Conference, Baltimore, MD, Oct. 26.

**Beth Casey**, Center for Academic Options, "Mavis Gallant's Magdalena Quartet: Discourses of Desire and Power," Midwest Association for Canadian Studies Conference, Lexington, KY, Oct. 12.

## Omowale Dancers to perform in series Feb. 1

The Omowale Afrikan Dancers, featuring King Sundiata Keita, Afrikan Artist Extraordinaire, of the Omowale Cultural Society will give the second concert in the Musical Crossroads Series.

The award-winning African performance group, which is based in Detroit, will appear at 8 p.m. Thursday, Feb. 1, in Kobacker Hall of the Moore Musical Arts Center.

"It will be impossible to go to this concert and not be energized," said Dr. JaFran Jones, an ethnomusicologist in the College of Musical Arts who assists in coordinating the Musical Crossroads Series.

### Insurance from the front

fully covered for all of their health care needs. A "cafeteria-style" plan is where each staff member picks and chooses the specific health benefits he or she wants: For example, a single employee with no children may decide he or she does not want life insurance and instead wants to put that money toward more disability insurance. Some employees may want dental insurance while others may not and the plan allows for the flexibility.

"Cafeteria-style plans at their best take what benefits you already have and let you rearrange them to your advantage," Kaplan said. "If done carefully, it may not cost less but it lets you get exactly what you want. At its worst, the plan will cost a lot because people will sign up for every

The group's high-energy performances promote and preserve traditional African folklore. Through the use of visual aids and dialogue, the performers not only entertain but educate audiences about the cultural traditions of Africa.

Tickets for the Bowling Green concert will go on sale Tuesday (Jan. 22) at the Moore Musical Arts Center box office. Tickets are \$5 for adults and \$3 for students.

The performance is sponsored jointly by the College of Musical Arts, the Residence Education Series and the World Student Organization.

### Evaluation from the front

ment of computer facilities; and increasing effort to recruit minority faculty and students.

Description of weaknesses focused on leadership style and policy matters. The most frequent criticism related to personal and communicative style that was seen to be limiting effectiveness generally and interaction with faculty in particular. In the faculty comments, Olscamp's style was often described as abrupt, argumentative, confrontational, sensitive to criticism and lacking a strong faculty orientation.

The most frequent criticism related to policy concerns was poor selection of personnel for key administrative positions. Also mentioned were an overemphasis toward graduate education and research at the expense of the quality of the undergraduate program, and favoring particular departments and programs with disproportionate allocation of resources and attention.

The predominant responses to the suggested changes question centered on changes in leadership style and resignation. Seventy-six respondents called for changes in leadership style by improving communication with faculty and avoiding a confrontational and adversarial style. The second most frequently expressed response came from those faculty (37) who said he should resign or retire. Others suggested that effectiveness could be improved by making changes in administrative personnel, providing more

benefit rather than take only what they need."

The total amount of health care claims paid by the University continues to rise each year. For example, Morris said the total amount for claims in 1989-90 were \$6,876,659, an increase of \$822,059 from the previous year. "We need to get a grip on our cost increases and this is a movement in that direction," he said.

No changes are going to occur overnight, Morris told both councils. He expects to hire a consulting firm in February which may be able to make recommendations by summer. He said he hopes that by fall the University can consider selecting some of the approaches.

visible leadership and addressing various financial issues relating to salary, fundraising and allocation of resources.

In developing the survey, the committee used several sources, including the book *Presidential Assessment: A Guide to the Periodic Review of the Performance of Chief Executives*, written for the Association for Governing Boards of Universities and Colleges, and *Evaluating and Developing Administrative Performance: A Practical Guide for Academic Leaders*. A preliminary draft was prepared last summer and sent to a small sample of faculty for comments on preparation of final form. The committee also examined a series of evaluation instruments for appropriateness, clarity and inclusiveness.

In its epilogue of the report, the committee stated that it is "very cognizant that it did not have data from evaluations of other university presidents against which these findings could be compared. Nevertheless, the committee believes the data presented herein are the result of a fair and objective procedure."

"The committee trusts that these findings will be reviewed in the spirit they are offered: an open expression of faculty views on the performance of the president. The committee hopes that this report, identifying strengths and weaknesses, will lead to dialogue on the present status and future development of the University," it concluded.

## Note of Appreciation

Editor, the *Monitor* and the University community:

It is with deep appreciation that we say thanks to all of you who participated in the 1990 United Way campaign. Whether you were a captain, volunteer or donor, you played an integral part in what ended up as one of our most successful campaigns ever — more than \$75,000 raised. The hundreds of Wood County residents who will benefit from your generosity will undoubtedly serve as the best reminder of the value of what you do each year on behalf of the United Way.

While we run a "quiet campaign" at BGSU, our goal is one to which we are firmly committed: raising as many funds as possible for the agencies in northwest Ohio which serve the needs of so many. If you still have a pledge card on your desk, in your briefcase, lunchpail or locker and you would like to make a donation, we would still like to hear from you. Just send your donor card along to Lee Meserve, biological sciences.

Your BGSU campaign coordinators,  
Lee Meserve, chair,  
Keith Bernhard, VCT,  
Roger Anderson, political science,  
Chris Esparza, computer services,  
Frank Finch, physical plant, and  
Diane Regan, arts and sciences

## Employees must notify physicians of change

All employees must inform their physicians and other medical providers that the University's third party administrator changed to Didion and Associates in September.

James Morris, manager of the benefits office, said he has been notified that many physicians still are submitting medical claims to Administrative Service Consultants, the former third party administrator. ASC has no obligation to forward these claims to the University or Didion which

could result in them being left unpaid.

"ASC recently sent us more than 200 claims that it had erroneously received," Morris said. "They were under no duty to do this, so we were lucky. We forwarded them to Didion, but that means it is going to take longer for the bills to be paid and it is not the fault of Didion."

While Didion informed many medical providers of the change in administrator, some physicians will not change their records until they receive confirmation from the patient.

## Prescription claims being sent to wrong place

The benefits office reminds all employees that the prescription drug program is administered through Prescription Card Service (PCS), not Didion and Associates, which is the University's third party administrator.

Numerous staff members are erroneously submitting bills for their prescriptions to Didion which is unable to process the claims.

To avoid this problem, staff members should always use their prescription drug cards when purchasing medication. However, in certain circumstances where it is not possible to use the card, employees will have to pay for the prescription themselves and retain the receipt. They then must contact the benefits office for a prescription drug reimbursement form. The University deals directly with PCS for all prescription needs.

## Join program and take off that extra weight

The next 10-week Weight Watchers Program will be offered starting Feb. 7 and will run through April 11. These dates have been updated since a previous announcement.

Each session will be held from noon to 1 p.m. in Room 1 of the College Park Office Building.

To register, interested persons are invited to attend the last meeting of the

current session on Jan. 31 held at the same time and location, or call Karol Heckman at 372-2225 or Ruth Milliron at 372-2237.

## Macintosh class set

Imagine a classroom where faculty use interactive video and CD-ROM to teach, or where students collaborate on-line with their peers miles away. "Macintosh in the Classroom" is the name of a live satellite downlink that will be shown from 3:30-5 p.m. Jan. 24 at the WBGU-TV station that will explain these capabilities.

For more information, or to register for the program, contact Tony Short at 372-2700.

## Faculty/Staff positions

The following faculty positions are available:

**Accounting/MIS:** Instructor in MIS (terminal, full-time). Also, instructor in accounting (terminal, full-time). Deadlines: March 1. Also, two assistant professors of accounting/MIS. Deadline: Feb. 1. For all positions, contact Park Leathers (2-2767).

**Applied Human Ecology:** Assistant professor, food and nutrition. Also, assistant professor, interior design. For both positions, contact Elsa McMullen (2-2026). Deadlines: March 8 or until positions are filled.

**Applied Statistics and Operations Research:** Assistant professor. Also, instructor (two positions, temporary, full-time). Contact Wei Shih (2-2363). Deadlines: Jan. 21 or until filled.

**College Student Personnel:** Director, higher education program and professor/associate professor. Contact Carney Strange (2-2382). Deadline: Jan. 25.

**College of Technology:** Dean. Contact Norma Stickler (2-2915). Extended deadline: Feb. 8.

**History:** Assistant professor. Contact Gary Hess (2-2030). Extended deadline: Feb. 20.

**Mathematics and Statistics:** Instructor (temporary, full-time). Contact Hassoon Al-Amiri (2-2636). Deadline: March 1.

**Romance Languages:** Instructor in French. Also, instructorship in Italian and Spanish. For both positions, contact Henry Garrity (2-2667). Deadline: March 15 or until positions are filled.

**School of Art:** Assistant/associate professor in jewelry/metals. Contact 3-D Search Committee, Robert Hurstone, chair (2-2786). Deadline: March 1.

**School of HPER:** Chair and assistant/associate professor in the recreation and dance division (probationary, full-time). Contact the chair of the search and screening committee (2-2876). Deadline: Feb. 1 or until filled.

**Special Education:** Assistant professor of rehabilitation counseling program, position 1. Also, assistant professor of rehabilitation counseling program, position 2. Contact Edward Fiscus (2-7293). Deadline: Feb. 1 or until position is filled.

The following administrative position is available:

**Admissions:** Manager of systems support services. Contact Sam Ramirez (2-2558). Deadline: Feb. 8.

## Personnel services to be closed two days

The offices in personnel services will be closed Jan. 29 and 30 when its staff will be training on computers for Project 90.

John Moore, executive director of personnel services, said the offices' phones will continue to be staffed and employees in emergency situations can be responded to within 30 minutes of their calls. Department heads will be checking in periodically for any important messages.

## Raffle tickets for tuition are now on sale

The Honors Student Association and the Honors Program has begun soliciting for the Ninth Annual Tuition Raffle.

One thousand dollars, for tuition purposes, and three \$50 book scholarships will be awarded. Any University student registered for the 1991 spring semester is eligible to win, including graduate students, graduating seniors and part-time students. Proceeds from the raffle go toward the J.R. Bashore Scholarship Fund.

Tickets sell for \$1 or six for \$5 and pledges will be collected between Feb. 18

sages.

"Originally we didn't want to close the office entirely, but as we move into this unique system, I would rather the staff get the information firsthand instead of secondhand," Moore said. "If a staff member needs something from our offices during those two days, we will be sure to help. But we are hoping that an early notice about the closing will limit calls to the office."

through March 6. Staff may purchase tickets for a specific student or students.

For forms or more information, contact the honors office in 231 Administration Building before Feb. 1.

## Colloquium planned

"Cooperation, Coordination, Collaboration," will be the topic of the third program in the series of Toward the Complete Professoriate 1990-91 Winter Colloquiums sponsored by the Graduate Student Professional Development Program.

It will be held at 4 p.m. Jan. 28 in the Alumni Room of the University Union. The colloquium addresses roles of faculty and opportunities for graduate students with programs that cross disciplinary and institutional boundaries.

Participating in the panel discussion will be Cheryl Carothers, regional coordinator of the Western Reserve Geriatric Education Center; Dr. Ernest Savage, director of the Model Technology Systems Project, and Dr. Tom Southern, co-director of the Special Population Resource Information Network for the Gifted. Dr. Clyde Willis, dean of the College of Health and Human Services, will moderate the program.

## Planning to retire?

Faculty members who plan to retire on the Early Retirement Incentive Plan at the end of the fall semester 1991 or during the spring or summer of 1992 must make application by June 30 in order to be assured of consideration.

Please contact Norma Stickler in the Office of the Vice President for Academic Affairs at 372-2915 for forms or for additional information on the ERIP program or the Supplemental Retirement Program.

## Datebook

### Monday, Jan. 21

**Aerobics Classes,** The "30-minute Noon Workout," is geared for faculty and staff and will be held in the Combatives/Dance Room, Student Recreation Center.

**Men's Bowling League,** 7 p.m., Buckeye Room, University Union.

### Tuesday, Jan. 22

**Faculty Senate Meeting,** 2:30 p.m., Assembly Room, McFall Center.

**WBGU-TV Program, "Ohio Business,"** featuring a debate on current business issues, 5:30 and 11:30 p.m., Channel 27.

**Guest Composer,** Gary Nelson, director of technology in music and related arts at Oberlin College, will give a free concert in the Mostly MIDI Series, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

### Wednesday, Jan. 23

**Aerobics Classes,** The "30-minute Noon Workout," is geared for faculty and staff and will be held in the Combatives/Dance Room, Student Recreation Center.

**Affirmative Action Issue Forum, "From Race to Racism,"** featuring Dr. Leonard Lieberman, sociology and anthropology, Central Michigan University, 3:30-5 p.m., Community Suite, University Union.

**WBGU-TV Program, "Art Beat,"** featuring Pat Raman, a teacher at Franklin School to discuss a program she started where students can exchange artwork across the country, 5:30 p.m. and midnight, Channel 27.

**Women's Basketball,** vs. Toledo, 5:45 p.m., Anderson Arena.

**Computer Science Employer Night,** students can meet with computer professionals to discuss internship opportunities, cooperative education positions and post-graduation jobs, 6:30-8:30 p.m., Lenhart Grand Ballroom, University Union.

**WBGU-TV Program,** Falcon basketball, live from Anderson Arena, vs. Toledo, 8 p.m., Channel 27.

**Faculty Artist Series,** featuring trumpet player Edwin Betts assisted by pianist Ilana Kennel, 8 p.m., Kobacker Hall, Moore Musical Arts Center. Free.

### Thursday, Jan. 24

**Computer Services Seminar,** explains microcomputer basics to those with little or no microcomputer experience, 9:30-11:30 a.m., 312 Hayes Hall.

**Philosophy Lecture, "Secession and the Idea of a Political Community,"** featuring John A. Garver, jurisprudence and philosophy, lecturer in political science and fellow in law, Yale Law School, 11 a.m., Assembly Room,

McFall Center.

**Macintosh Teleconference, "Macintosh in the Classroom,"** imagines a classroom where faculty use interactive video and CD-ROM to teach, or students can collaborate on-line with their peers miles away, 4-5 p.m., WBGU-TV studio, 245 Troup St.

**WBGU-TV Program, "Journal 1990,"** discusses Wood County's trash disposal problem with experts from the area, 5:30 and 11 p.m., Channel 27.

**The University Performing Dancers,** featuring student and faculty choreography, 8 p.m., Eva Marie Saint Theatre. The show runs through Jan. 26 and admission is \$4.

**Lenhart Classic Film Series,** featuring James Dean in "Rebel Without a Cause," 9 p.m., Gish Film Theatre. Free.

### Friday, Jan. 25

**Arts and Sciences Forum, "Blues and Evil,"** featuring Jon Michael Spencer, popular culture, 12:30 p.m., Alumni Room, University Union.

**WBGU-TV Program, "The University Forum,"** explores the world of ideas with experts from the University and special guests visiting the University, 5:30 and 11 p.m., Channel 27.

**Gymnastics,** vs. University of Michigan, 6:30 p.m., Eppler North.

**Women's Bowling League,** 7 p.m., Buckeye Room, University Union.

**UAO Film, "Die Hard 2: Die Harder,"** 7:30 and 9:45 p.m. and midnight, 210 Math Science Building. All movies are \$1.50.

**BGSU Symphonic Band,** directed by Mark S. Kelly, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

### Saturday, Jan. 26

**BGSU Concert Band,** directed by Jay C. Jackson, 11 a.m., Kobacker Hall, Moore Musical Arts Center. Free.

**WBGU-TV Program, "Amish Cooking From Quilt Country,"** prepare German desserts including apple pancakes, cinnamon pudding and German cabbage rolls, noon, Channel 27.

**Swimming,** vs. Miami, Cooper Pool. Women start at 2 p.m., men at 5 p.m.

**UAO Film, "Die Hard 2: Die Harder,"** 7:30 and 9:45 p.m. and midnight, 210 Math Science Building. All movies are \$1.50.

**WBGU-TV Program, "Ohio Workers,"** a 1990 documentary focusing on Ohio's work force between 1803 and 1980, 9 p.m., Channel 27.

### Monday, Jan. 28

**Computer Services Seminar, "Intro to DOS 1 (IBM),"** 1:30-3:30 p.m., 312 Hayes Hall.

**Graduate Student Professional Development Colloquium, "Cooperation, Coordination, Collaboration,"** 4 p.m., Alumni Room, University Union.